

Vaccination policy

Spiralz Rhythmic Gymnastics COVID-19 Vaccination Policy

| Version Number | Date | Approved By | Change Description |
|----------------|----------|-----------------|--------------------|
| 1 | 29/11/21 | Kenna Horsfield | NA |

Spiralz Rhythmic Gymnastics is a small, not for profit Rhythmic Gymnastics club in Hamilton, Waikato. Spiralz goal is to provide a safe, supportive environment for gymnasts to learn and perform Rhythmic gymnastics skills. Our top priority is our gymnasts mental and physical health and wellbeing.

Rationale

The Delta variant of COVID-19 has proved to be a game changer and carries significantly higher risks of transmission than previous strains of the virus. The Government has repeatedly emphasised the importance of vaccinations – to protect individuals and to give the country more possibilities in managing the virus. Vaccination is widely considered critical to protecting people’s health and safety, by reducing the risk of transmission and minimising the clinical impacts of COVID-19 infection.

Under current legislative settings, all organisations can require visitors to their facilities, and/or participants in activities that they run, to be vaccinated as a condition of entry, subject to having undertaken a risk assessment to inform a final policy decision. When the new COVID-19 Protection Framework comes into force, vaccination status will be a key feature in determining what is possible under different settings (green, orange, red).

The Hamilton City Council has put into place the requirement for council owned facilities to require vaccination certificates. Te Rapa Sportsdrome (our training facility) is council owned and therefore included. To continue running classes at this facility we are required to comply. Moving facilities is not an option.

This policy sets out Spiralz Rhythmic Gymnastics COVID-19 vaccination requirements as they apply to employees, and contractors, and to all members and volunteers*. It is designed to keep our people safe and is aligned to the Government’s objective of minimising the impacts of the COVID-19 global pandemic and protecting the communities of Aotearoa New Zealand.

* including coaches, officials, managers, athletes and parents (if under 18 years)

Statement

At Spiralz Rhythmic Gymnastics, we encourage and support our members being vaccinated against COVID-19, so that we can reduce the risk of exposure and transmission of COVID-19. It is important that we provide you with a safe community, in which our members can participate in Rhythmic Gymnastics. A safe community is a COVID-19 free community, and currently the best protection against spreading COVID-19 is vaccination. We recognise that COVID-19 poses a very real and serious risk to the safety of our staff, members and volunteers, and in accordance with our health and safety obligations, we are required to take reasonably practicable steps to put in place control measures to manage and minimise (or eliminate) any such risk.

Spiralz Rhythmic Gymnastics Requirements

From 14/12/21, only those people who are fully vaccinated (i.e. have completed a NZ

Government recognised course of COVID-19 vaccination) will be able to enter the facility to attend training and events run by Spiralz Rhythmic Gymnastics at the Te Rapa Sportsdrome in the red and orange traffic light system stages.

As a result of the risk assessment undertaken by Spiralz Rhythmic Gymnastics, all of our coaches will be required to have completed a NZ Government recognised course of COVID-19 vaccination, as coaches are in close contact with gymnasts at Spiralz when spotting skills or correcting technique.

Spiralz Rhythmic Gymnastics will require proof of vaccination from everyone (gymnasts, families and friends) prior to entry to Spiralz Rhythmic Gymnastics end of year performance on the 14th of December. This will include digital COVID-19 Vaccination Certificates.

Regular training will require a vaccination certificate as our risk assessment shows regular training to be a medium risk and we are required to do this by Council (who own our building) to continue operating. Members will also be required to follow strict hygiene protocol, their own health assessment prior to attending training (ie. don't attend training if sick or if they have been in contact with a covid-19 positive individual) and contact tracing.

Vaccination certificates for members over 12s will be required to be added into Friendly Manager (management software used by our club). Parents and/or caregivers who are listed contacts for gymnasts will also be able to upload their own vaccine certificates via friendly manager. If you plan to enter the gym and are a listed contact please upload your own certificate to reduce workload on coaches (checking vaccine certificates). If someone not listed as a contact on the child's profile or who has not uploaded their vaccine certificate needs to enter the gym a coach or committee member present in the gym will check your vaccine certificate manually.

Please see below link for information on how to upload vaccine certificates on friendly manager. Once vaccine certificates are uploaded these just need to be sighted in person by Head Coach Kenna once, who will then be able to process the final step online.

https://www.friendlymanager.com/upload-my-vaccine-pass?utm_campaign=Generic&utm_medium=email&_hsmi=190015508&_hsenc=p2ANqtz-88pWGOVXpFOI9pWOKIUEkppcy5yZaz85JJDjJVN4rqtc1riXtEZyTz7_RlUtXH4ZC8IGoNdzpPOLkC61UPjRYDsmM9e08r-mVG1YHKy1_4n3n-pHg&utm_content=190015508&utm_source=hs_email

Vaccination Status

Where vaccinations are required, Spiralz Rhythmic Gymnastics may ask individuals to disclose, and/or provide proof of, their vaccination status. Information regarding vaccination status is collected for the purposes of our health and safety management planning, implementing this policy, and to identify any relevant support measures (related to Covid-19). Spiralz Rhythmic Gymnastics will hold this information in accordance with the Privacy Act 2020.

You are not required to give this information and if you choose not to provide proof of having received the vaccine, or do not wish to disclose your vaccination status then we will respect your personal choice and right to that privacy. In the interests of health and safety, those unable or unwilling to provide proof of vaccination when requested, will be treated as though they have not been vaccinated.

Exemptions

Spiralz Rhythmic Gymnastics respects the rights of individuals to choose whether to be vaccinated, and acknowledges that there may be medical or other reasons or circumstances, for not being

vaccinated, for which you may seek an exemption. Where an employee or contractor seeks an exemption from the requirement to be vaccinated, Spiralz Rhythmic Gymnastics may require them to provide confirmation of this, which may include a letter from their medical practitioner or religious leader.

If, in future, a role within Spiralz Rhythmic Gymnastics is required to be performed by a vaccinated person under the COVID-19 Public Health Response (Vaccinations) Order 2021 (**Order**), exemptions to the COVID 19 vaccine will be subject to that Order. Currently, exemptions under the Order require a suitably qualified medical practitioner or nurse practitioner to apply to the Ministry of Health on an employee's behalf, on the grounds that the employee meets the specified exemption criteria.

Even where an exemption from being vaccinated is obtained by an individual, Spiralz Rhythmic Gymnastics may have to determine whether it can still safely manage the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made. Online training may be a solution.

Spiralz Rhythmic Gymnastics will work with those people who are not vaccinated on a case-by-case basis, respectfully and in good faith to explore options and try to find a way forward.

- For Spiralz Rhythmic Gymnastics coaches this may involve steps such as coaching online, providing alternative duties, or redeployment where practical, but depending on the role, this may not always be possible. Termination of employment is also an option, but this will be used as a last resort, and only after Spiralz Rhythmic Gymnastics has explored and considered other alternative options first.
- For Spiralz Rhythmic Gymnastics members (including coaches, officials, athletes, parents and other visitors), this is likely to be more challenging given the nature of our settings and operations. As a result, unvaccinated members should expect to be denied entry to training and events such as our end of year display and Spiralz competition or participation rights at these events as a result of their non-vaccinated status.

Additional Measures

In addition to this policy, Spiralz Rhythmic Gymnastics will maintain a range of appropriate and complementary measures in its facilities / activities to further minimise the risks associated with COVID-19, as well as following all guidance set out in the legislation and public health guidance.

The conditions of entry before coming to the facility or taking part in activities include:

- Stay home if unwell
- You must have produced evidence that you are fully vaccinated to gain access to our end of year display, home competitions and any future events.
- You must wear a mask at all times except when training.
- Wash or sanitise hands before entering the facility/activities and when moving through different areas.
- Scan your QR code every time you enter the gym.
- You must abide by any distancing requirements that apply e.g. 1m at Red level.

The COVID-19 health questions that will need to be answered include:

- You do not have any symptoms associated with COVID-19 (e.g. fever, cough, sore throat, shortness of breath, sneezing/runny nose or loss of sense of smell).
- You are fully vaccinated against COVID-19 if attending an event at Spiralz.
- You do not have COVID-19 nor are you awaiting the results from being tested for COVID-19.

- You have not been in contact with any known or suspected cases of COVID-19 in the past 14 days
- You have not returned, or been in contact with anyone else who has returned, from overseas in the past 14 days.

Spiralz Rhythmic Gymnastics acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). Given this, Spiralz Rhythmic Gymnastics confirms to its members its intention to work in good faith, as new information and recommendations come to hand, and to do its utmost to introduce the latest and complementary measures to further minimise risks.

Spiralz Rhythmic Gymnastics notes that this policy is based upon the information currently available from the Government and is subject to change as we learn and understand more about how New Zealand manages the fight against COVID-19 in our communities and workplaces. In addition, the Government may mandate that Spiralz Rhythmic Gymnastics take certain steps. This policy may be revoked, amended or replaced at Spiralz Rhythmic Gymnastics sole discretion on reasonable notice in the circumstances at that time.

Related documents

This COVID-19 Vaccination policy should be read in conjunction with the following Spiralz Rhythmic Gymnastics documents:

- [Risk assessment](#)
- [Health and Safety manual](#)
- [COVID-19 safety plan](#)
- [Privacy policy](#)

Review

This policy will be closely monitored by Kenna Horsfield (Head coach) and the Spiralz Committee. Kenna Horsfield and the Spiralz Committee will take responsibility for managing the *COVID-19 safety plan* and reviewing and updating this policy and risk assessment as needed.

Policy reviewed by: Kenna Horsfield

Date reviewed: 30/11/21

Next review date: 10/01/22

*Version 1.1
As at 30 November 2021*